



Environmental, Health, Safety and Security Policy

Compass Minerals is committed to excellence in environmental, health, safety and security (EHS&S) stewardship. All employees will strive to improve EHS&S performance. We will meet or exceed EHS&S laws and regulations and apply industry/trade association best practices and standards where laws and regulations do not exist. We will focus on minimizing environmental impacts concerning our activities, products and services.

This policy is based on the following principles:

- Educate and communicate with stakeholders (customers, company personnel, contractors, supply chain partners, business partners, stockholders, local communities, etc.) to ensure that EHS&S standards and procedures are understood and implemented, including encouraging and supporting environmental stewardship;
- Obtain, evaluate and respond to input from stakeholders;
- Integrate environment, health, safety and security into all business decisions;
- Design, operate and manage facilities to protect the environment as well as the health, safety and security of all personnel;
- Make emergency preparedness a priority at all sites, including investment in our skilled mine rescue teams at our underground mines;
- Educate, train and motivate personnel to carry out tasks in an environmentally responsible manner, ensuring pollution prevention, reduction of waste and minimizing the consumption of resources;
- Allocate sufficient human and financial resources to implement and sustain this policy;
- Verify compliance with this policy through self-assessment measures and key performance indicators;
- Cooperate with governmental and regulatory agencies in the development and implementation of sound EHS&S practices;
- Produce and deliver products and services to our customers that protect the safety of the end user; and
- Ensure accountability for compliance and continuous improvement with this policy through internal audits, oversight from the Board of Directors and public reporting through GRI-compliant sustainability reports.

Endorsed by

A handwritten signature in black ink that reads "Franis J Malecha".

Fran Malecha, CEO

Date: *September 22, 2017*